

SECTION III:
Implementation Plan of the Recommendations on the Principles on Equity

Goal. Implement and monitor the Implementation Plan for the Equity Principles

Priority Recommendation	Key Events	Completion	Implementer
1. Advocate that all County Commissions adopt the Principles on Equity (EP) and develop their own Implementation Plans as evidence of their commitment to delivering and supporting culturally competent and inclusive First 5 programs and services.	✓ Send a letter (signed by Chair) to each County Commission to: 1) inform them about the EP and the newly adopted Implementation Plan using the 5 Priority Recommendations; 2) encourage their adoption of the EP; 3) inform them that the State Commission will offer additional support to assist local commissions in their EP implementation efforts; and 4) obtain information to identify barriers to county commission adoption of the EP.	August 2003	Jeanne Taylor/ Patti Huston
	✓ Set goals with CCAFA to gauge progress on county adoption of EP (i.e. by the end of 2003, "x" counties will have adopted EP)	January 2004	Jeanne Taylor/ Patti Huston
	✓ Ensure that the EP are embraced within the revised CCFC Guidelines and the Results to Be Achieved documents.	September 2003	Patricia Skelton
	✓ Include a section in the County Annual Reports that provides a status on the implementation of the EP. The purpose of the section would be to serve as an ongoing reporting mechanism for EP adoption and to highlight/promote county best practices.	October 2003	Patricia Skelton

Priority Recommendation	Key Events	Completion	Implementer
2. Offer technical assistance (TA) to assist First 5 programs to better understand and address issues of diversity, to develop needed cross-cultural and inclusion skills, and to identify concrete steps towards designing more culturally competent and inclusive programs, especially in targeted school readiness communities. Fund the development of a well-designed equity and inclusion training/technical assistance program to use and build upon the Equity and Inclusion Technical Assistance/Support Tool and resources.	✓ Staff will seek Commission approval to release RFP and provide funding for TA services in the amount of up to \$1.5 million over 3 years (e.g., procurement of training sessions and technical assistance, assembling and distributing EP Implementation Plan Best Practices/Samples/How to Guides, consultation/coach services and incentives, expand civic engagement strategies, Tool Kit, etc. for county commissions).	July 2003	Emily Nahat and Patricia Skelton
	✓ SRI will provide TA and support to use the tool "Implementing Equity Principles In Research and Evaluation."	December 2003	Patricia Skelton
	✓ Publish and distribute diversity materials (including TA Tool) through School Readiness Tool Kit, diversity updates/trainings promoted in the TA Listserv.	Spring 2004	Roberta Peck

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3. Support family leadership training to strongly promote active family involvement in the development and implementation of policies that impact First 5 programs and services, especially in school readiness communities.	✓ Support development of a Parent Leadership/Advocacy Project, which would provide parent leadership training and establish faculty/team mentors.	HOLD UNTIL ADVOCACY AGENDA IS COMPLETED	Patti Huston, Emily Nahat, Nicole Evans
	✓ Evaluate family leadership training development	HOLD UNTIL ADVOCACY AGENDA IS COMPLETED	Patricia Skelton

Priority Recommendation	Key Events	Completion	Implementer
4. Consider within the First 5 research agenda, the support of studies focused on issues critical to reducing the disparities faced by the diverse population of California's youngest children and their families.	✓ Solicit top 2 research topics from the ACD to be submitted to the First 5 Research Subcommittee which identify promising practices and models for closing achievement gaps.	December 2003	Patricia Skelton

DRAFT**Attachment A**

Priority Recommendation	Key Events	Completion	Implementer
5. Build the Principles on Equity into the design and funding criteria of any new major First 5 initiatives.	✓ Develop standard boilerplate language for inclusion in all First 5 procurement and contract documents.	July 2003	Bryan Hobson